

Office of Access and Opportunity
Executive Office for Administration and Finance

Strategic Actions
2010

Mission

Rooted in both a social and economic justice civil rights mission, the Office of Access and Opportunity serves as a catalyst and advocate for non-discrimination and equal opportunity initiatives by providing executive branch-wide leadership; supporting the success of women, minority and other underrepresented/underserved populations; partnering with internal and external stakeholders to advance social and economic equity within the Commonwealth; and developing organizational policies, programs and structures to most effectively advance the objectives of non-discrimination and equal opportunity.

Vision

The vision of the Office of Access and Opportunity is to be a locus of activities that will move the executive branch in developing and maintaining an environment that fosters non-discrimination and equal opportunity to and for all residents.

Strategic Goals for 2010 Calendar Year:

1. Provide leadership in implementing the principles and tenets of Executive Order 390 and Executive 478;
2. Create opportunities for social and economic advancement; and,
3. Enhance organizational effectiveness and infrastructure to meet our non-discrimination and equal opportunities goals and objectives.

Introduction and Profile

The Office of Access and Opportunity was created in May 2008 with a charge to foster non-discrimination and equal opportunity within the executive branch of the Commonwealth. At the time, the Governor said, "The people of Massachusetts deserve transparency and accountability from their government. By helping to ensure that the rights, protections, privileges and responsibilities of citizenship are accessible to all whom live here, this effort will help us to continue to build a better Commonwealth."

The Office of Access and Opportunity (OAO) focuses on three areas – personnel, procurement and policy, to further the goal of creating a more equitable and accessible state government for all of our residents. OAO works with state agencies and external partners to advance these objectives.

Strategic Objectives: Calendar Year 2010**GOAL 1: Provide leadership in implementing Executive Orders 390 and 478****Sub-goals:**

1. Increase awareness of the centrality and legitimacy of non-discrimination and equal opportunity, and the resulting diversity and inclusiveness, in all aspects of state government programs, activities and services;
2. Continue to increase awareness and expanded recognition of merit and achievement to include populations beyond gender and race/ethnicity within diversity planning and activities; and,
3. Share strategies for effectively working with populations served by the Commonwealth and the agencies within the executive branch.

Specific Activities:

- (A) Improve effective implementation of and fidelity to Executive Order 390 by working to ensure broader access to contract opportunities offered through the executive branch and working to improve the level of participation on the part of MBE and WBE firms on statewide and agency contracts;

- (B) Improve effective implementation of and fidelity to Executive Order 478 by working with and through the Office of Diversity and Equal Opportunity to ensure that secretariats and agencies are faithful to the letter and spirit of EO 478;
- (C) Work to continue the administration's effort to make "Massachusetts a Model Employer of Persons with a Disability"; and,
- (D) Issue guidelines relative to access to programs and services on the part of Limited English Proficiency (LEP) persons. This effort will be timed to coincide with production of the New Americans Agenda action plan.

GOAL 2: Enhance programs, services, and collaborations to create opportunities for social and economic advancement among underrepresented/underserved individuals and within underrepresented/underserved communities

Specific Activities:

1. Create a Task Force on Chronically Unemployed and Underemployed Persons;
2. Establish a Working Group relative to the accessibility and affordability of homeowners' insurance within urban markets;
3. Initiate an Executive Order to develop an Inter-Agency Working Group relative to Emergency Preparedness and People Requiring Additional Assistance;
4. Develop specific guidelines to launch a pilot Short-Term Lending Program to facilitate MBE/WBE participation on public construction projects;
5. Work with the Office of Diversity and Equal Opportunity to identify and bring forward a specific set of training opportunities for Diversity Directors, Diversity Officers, and ADA Coordinators; and,
6. Lead the 2010 Massachusetts Earned Income Tax Credit Campaign

GOAL 3: Institutionalize the Office of Access and Opportunity